

Method and System for Acquiring Healthcare Professionals for Domestic Service

ABSTRACT OF THE DISCLOSURE

The present invention is directed to a system, method and software program product for placing foreign professionals in the United States for employment. The present placement process is an integration of a plurality of tightly-coupled placement sub-processes which are controlled and managed by a single placement service provider entity, while the individual placement sub-processes and minor sub-processes are accomplished by third-party service providers. Subparts of the present placement process are not performed as a series of discrete sub-processes or in a strict sequential order, but are initiated by the occurrence of an event which may be the occurrence of an internal event within a previous subpart or the completion of a prior subpart. Candidates are accepted into the placement process by the placement service provider rather than by an employer and the placement service provider assumes the risk for physically placing candidates at an employer's location at a specified date. A candidate placement and tracking application monitors candidates' progress and constantly compares the candidates' measured progress with a predetermined standard. The application assesses candidate performance and identifies weak candidates who can be proactively encouraged to improve early in the process. Additionally, the number of candidates in the placement pool is maintained at a predetermined number by the placement and tracking application, and candidates are categorized on the basis of their progress in the placement process, not on the basis of whether or not the candidate has accepted an offer of employment. Thus, candidates may be available at any stage in the placement process for recruiting. Therefore, candidates who drop out of the process are more readily replaced with candidates who have progressed to a similar stage in the process and the pre-specified placement date can be met.